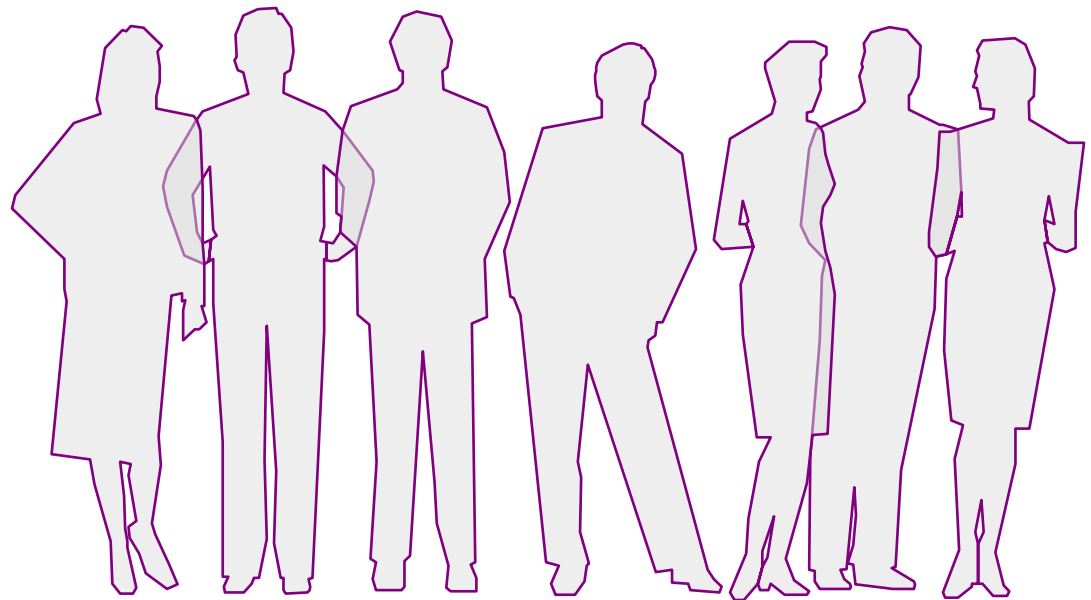


Biographical Characteristics

Biographical Characteristics

Personal characteristics—such as age, gender, race and tenure—that are objective and easily obtained from personnel records



Ability, Intellect, and Intelligence

Ability

An individual's capacity to perform the various tasks in a job

Intellectual Ability

The capacity to do mental activities



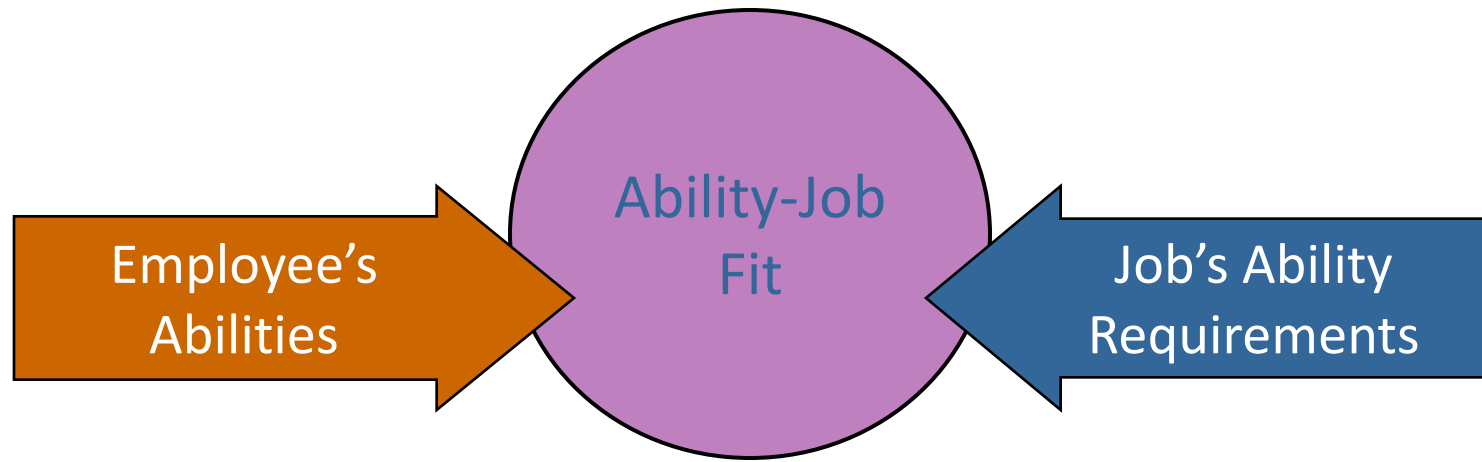
Physical Abilities

Physical Abilities

The capacity to do tasks demanding stamina, dexterity, strength, and similar characteristics



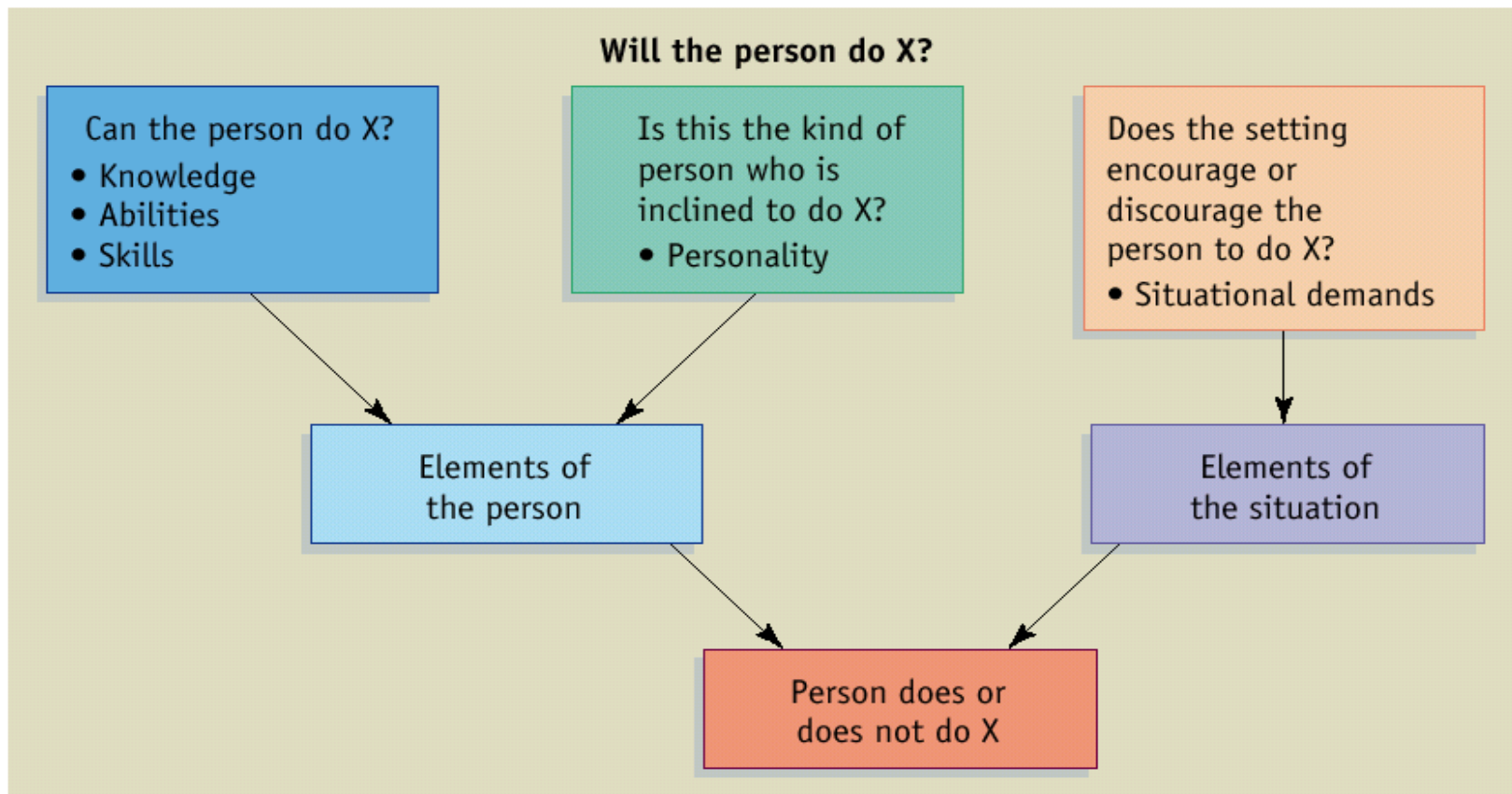
The Ability-Job Fit



Personality Concepts

- ✚ ***Personality***: The unique and relatively stable patterns of behavior, thoughts, and emotions shown by individuals.
- ✚ ***Interactionist Perspective***: The view that behavior is a result of a complex interplay between personality and situational factors.
- ✚ ***Person-Job Fit***: The extent to which individuals possess the traits and competencies required to perform specific jobs.

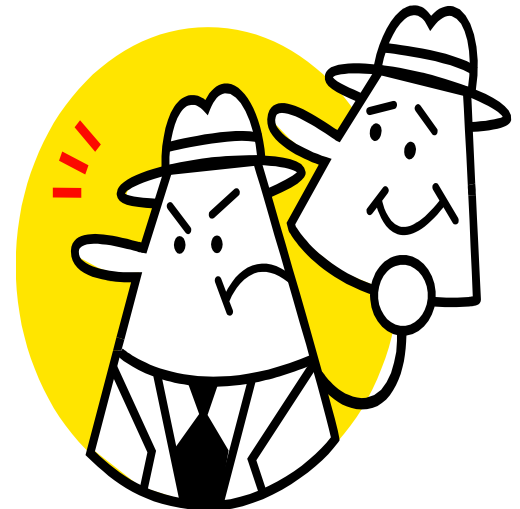
The Interactionist Perspective



The Big Five Dimensions of Personality

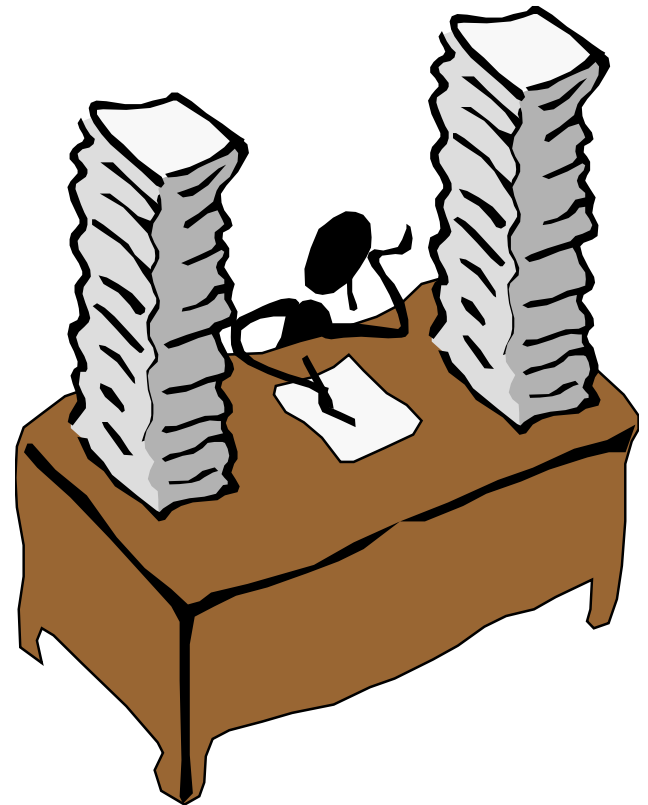
❖ Five basic dimensions of personality that are assumed to underlie many specific traits.

- Conscientiousness
- Extraversion-Introversion
- Agreeableness
- Emotional Stability
- Openness to Experience



Conscientiousness

The extent to which individuals are hardworking, organized, dependable, and persevering (high conscientiousness) versus lazy, disorganized, and unreliable (low conscientiousness).



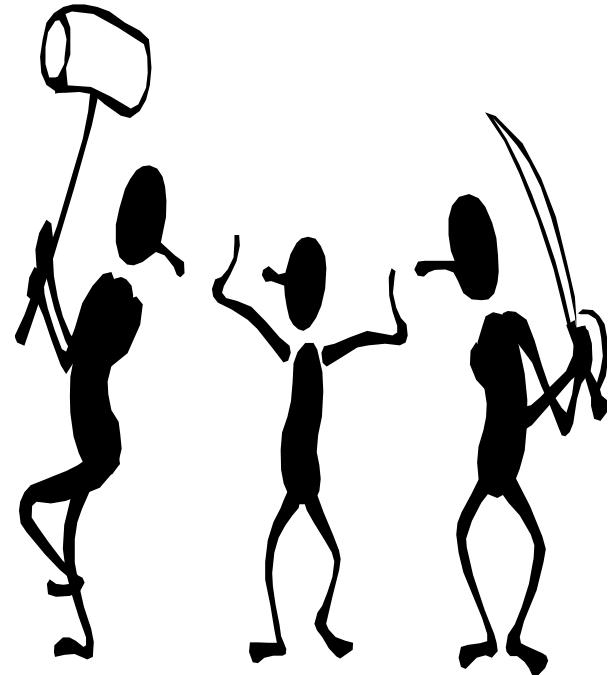
Extraversion-Introversion

The degree to which individuals are gregarious, assertive, and sociable (extraverts) versus being reserved, timid, and quiet (introverts).



Agreeableness

The extent to which individuals are cooperative and warm (highly agreeable) versus cold and belligerent (highly disagreeable).



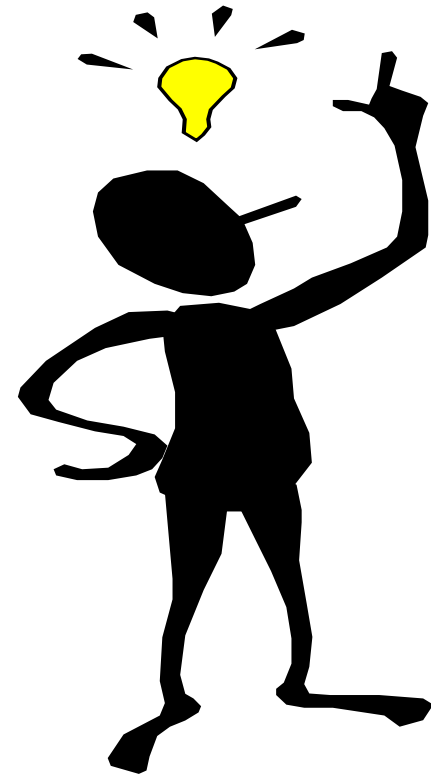
Emotional Stability



The degree to which individuals are insecure, anxious, depressed, and emotional (emotionally unstable) versus calm, self-confident, and secure (emotionally stable).

Openness to Experience

The extent to which individuals are creative, curious, and cultured (open to experience) versus practical and with narrow interests (closed to experience).



Self-Efficacy

- ❖ Individuals' beliefs concerning their ability to perform specific tasks successfully.
- ❖ Judgments of self-efficacy consist of three components:
 - ❖ *Magnitude*: The level at which an individual believes she or he can perform.
 - ❖ *Strength*: The person's confidence that she or he can perform at that level.
 - ❖ *Generality*: The extent to which self-efficacy in one situation or for one task extends to other situations and other tasks.

Type A vs. Type B

■ *Task Performance*

- Type As tend to excel on tasks involving time pressure or solitary work.
- Type Bs have the advantage when it comes to tasks involving complex judgments and accuracy as opposed to speed.

■ *Interpersonal Relations*

- Type As tend to annoy coworkers, are more likely to lose their tempers and lash out at others, are more likely to become involved in conflict, and are more likely to engage in aggressive and counterproductive behavior.